App. F. IX-4

*Previous References.*

1949-50
( CB )

**File No.** 177-49
**Serial Nos.** 38

*Later References.*

# GENERAL AND REVENUE SECRETARIAT

*Serial Nos.* One

**Part B for** April 50

**SUBJECT**

A Brief note Regarding the I.A.S. Scheme as proposed for Mysore State.

What are the engagements
for tomorrow H.E.?
22/5/50

JNS meeting

Subr

No Engagements — But after 5 P.m.
Hon-mins may visit Kuttanadaki where
Dr. N.S. Hardekar distributes awards to
teachers ~~that~~ at Bharat Sevadal Camp.

22/5.

To morrow at 11 A.M.
or at 2.30 P.M.
H.E.
22/5/50.

at 11 A.M.
H.N.
22/5.

at 11 A.M.
22/5
22/5

Ordinance –

Ch: Dui:
Belting Tax:

Note:
V.P. Deeds

Stabling

295/CB

A BRIEF NOTE REGARDING THE I.A.S.SCHEME AS PROPOSED FOR MYSORE STATE.

No. ...CB 24
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(1) Notices were issued in February 1950 by the Chief Secretary to Government asking all Officers of and above the rank of Deputy Commissioners and also certain categories of Assistant Commissioners to fill up I.A.S.Forms in quadruplicate and send them back to Govt. This was the first intimation received by the Mysore Civil Service Officers on the subject.

(2) Immediately on receipt of the above notices, nearly 24 Officers signed a requisition for convening an emergent Meeting of the Mysore Civil Services Association to consider the matter and forward it to the Secretary for necessary action.

(3) After some delay, a Meeting came to be held at last on 9.4.50 under the Chairmanship of Sri V.Vedavyasacharya. The Chief Secretary's statement explaining the Scheme and its implications was followed by detailed general discussions in which most of the Officers participated and gave expression to feelings of utter dismay and disappointment in regard to its effects.

(4) General discussion over, Sri K.Narayanaswamy moved a resolution pointing out the harmful effects of the proposals on the routine prospects of Officers concerned and suggesting that in partial modification of the original scheme, the Govt. of Mysore be requested to move the Centre to treat all present employees alike, stay further proceedings re. interview and selection from among them and proceed to implement the two other parts of the scheme, viz. future recruitment and selection of the deputation quota.

(5) The resolution was duly seconded by Sri B.T.Kempanna.

(6) Sri E.V.Ganapati Iyer raised a point of order at this stage, claiming that the Association was not competent to make a request even for partial modification of considered decisions taken by Govt. on such important questions of policy. Though an overwhelming majority of members was in favour of the resolution, the objection of Sri E.V.Ganapati Iyer was upheld by the Chairman and the resolution was disallowed.

(7) Even the resolution requesting Govt. to consider a partial modification of the Scheme having thus been disallowed on the above grounds, there was no alternative left to the Officers except to pass

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another resolution unanimously requesting for Special Retirement Benefits:

(8) The main reasons as to why the proposals have caused so much heartburning and disillusionment amongst the employees are as under:

(a) Out of 124 Assistant Commissioners, only 6 are to be selected by the Central Board for the I.A.S.Cadre. The promise to add another 24 names is conditional and cannot be relied upon. Even if thiswere to come true, a vast majority of employees will still be left over. This vast majority of Civil Service Officers will have been victimised for no fault of theirs, without any charges of corruption or other irregularities having been levelled or proved against them.

(b) The balance 118 Officers left over after selection suddenly find that their promotion as Deputy Commissioners, etc. in the usual course is stopped and that they must give way to the 6 persons selected by the Central Board. The result will be not merely stoppage of promotions rightfully due to them but also painful humiliation implicit in the promotion of the select 6 persons in preference to the 118 others.

(c) The Non-I.A.S.Senior Posts stated to be available to them are all such, as will not be really available at all, as can be seen from the statement below:

| | | |
|---|---|---|
| i. | Railways Chief Auditor | Both eliminated even before the starting of the Scheme. |
| ii. | Income-tax Commissioner. | |
| iii. | Census Commissioner. | Both are held by one Officer and even this is likely to go in 1951 after the Census. |
| iv. | Economic Devt.Commissioner | |
| v. | Private Secretary | Palace Appointments not easily available in the usual course -- One of them likely to be retrenched soon. |
| vi. | Huzur Secretary | |
| vii. | Director of Efficiency Audit: | Present incumbent is confirmed. Vacancy will not be available. |
| viii. | Director of Food Supplies. | Purely as a temporary basis. |
| ix. | Rural Development Commissioner | |
| x. | Municipal Commissioner, Davangere: | Not a senior post at all. |
| xi. | Director of Industries. | Generally held by departmental Officers and will not be available. |
| xii. | Director of Public Linstruction | |
| xiii. | Others. | -- More or less the same. |

It is thus seen that all real senior appt. vacancies have been reserved for the I.A.S. and what is worse, it is very likely that the Government of Mysore will soon be called upon to create two or more

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more posts to compensate the I.A.S. for appointments recently retrenched from amongst the list reserved for I.A.S.

(d) Deputy Commissioners not approved by the Central Board are to sail in the same boat.

(9) It is therefore respectfully prayed that the Government of Mysore be pleased to reconsider the matter urgently and take appropriate steps for safeguarding the legitimate rights of the Civil Service employees. This unprecedented position requires careful consideration and may be gone into by a special Committee of which the Public Service Commissioner can be a Member.

(10) Pending receipt of report from such a Committee, a request may urgently be sent to the Central Board not to proceed with interviews and selections.

(11) Moreover, the information and statistics on which the Cadre strength has been calculated and fixed by the Centre, have all become out of date already. The correct cadre strength will have to be finalised after such rectification and careful thought. If nothing else, even this means a certain amount of delay and correspondence. It is therefore requested that the entire question be got examined thoroughly as suggested above and final agreement reached with the Centre in due course. This may be explained to the Central Board with a request to postpone the interviews, selections, etc. pending such examination. If there is no objection, the widespread disappointment caused by the publication of proposals in February 1950 and the need to redress legitimate grievances as far as possible may also be mentioned in support of such a request for postponement.

Subject: Indian Administrative Service Scheme.

Selection of I.A.S. Officers - visit of Special Recruitment Board to State.

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The Government of Mysore have already agreed to participate in the I.A.S. (Extension to States) Scheme, subject to certain conditions, which have been accepted by the Government of India.

Meanwhile, in the light of the representation made by the Mysore Civil Services Association, it is necessary to place certain further considerations before the Government of India for acceptance.

(1) Having regard to the fact that the officers selected for the Mysore Civil Service, over a series of years, whether as a result of an open competitive examination or nomination, have been so selected after careful consideration of the needs of the public service and the interests of the various communities entitled to representation in the Public Service and that have been put through a probationary period of two years during which they have successfully undergone various items of training in public administration including a test in equitation, and have qualified themselves by passing the prescribed Local Service Examinations, it is neither fair nor feasible that any of them should be subjected to the process of further screening and selection. The Government of India may, therefore, be requested, as a special case, if necessary, to exempt all the 84 Junior and 37 Senior Officers of the Mysore Civil Service from appearing before the Special

Recruitment Board for screening and selection. They may be admitted to the I.A.S. Cadre straightaway without the formality of an interview on the basis of this recommendation of the Government of Mysore. It may be pointed out to the Government of India that, apart from the representations made by the Mysore Civil Services Association, the Government of Mysore, on reconsideration of the matter, do feel strongly that the officers of the Mysore Civil Service who have been recruited after such careful selection or as a result of an examination equivalent to any examination for appointment to similar services, a second screening and selection which is not only personally distasteful and embarrasing to a large number of senior officers but is unwarranted even in the case of the Junior Officers, should be given up. If this is agreed to, the proposed visit of the Special Recruitment Board to the State may be cancelled, and further steps may be taken for the initial constitution of the State Cadre of the I.A.S. on the basis of proposals that will be forwarded by the Government of Mysore.

(2.) As a result of this proposal, the number of officers to be allocated against the Junior Cadre would be so large that it would be unnecessary for any direct recruitment for a number of years to come. In any case, the question of direct recruitment by alloting to the State a candidate who has qualified as a result of the competitive examination held by the Government of India may be held over for a period of five years, when the position may be

(1)

reviewed again.

It is suggested that the Government of India may be addressed on the above lines immediately.

Chief Secy) HSmR 1.6.50

Submitted.

1.6.50.

Resolution of the M.C.S. Association.

(1) While taking note of the fact that under the Integration Scheme a certain number of high posts are open to the member of the State Service, the House feels that the number is not adequate, that the prospects and emoluments of the services be considerably improved and requests that a running scale of pay of Rs.1,000/- be fixed for all the members of the service who are not selected to the I.A.S.

As the matters stand at present the future promotions and prospects of the officers in the lower grades are likely to be affected to a certain extent as a result of the I.A.S.Scheme and some relief should be afforded to such officers in the shape of the suggestion contained in the resolution. It is now too early to say how many will be taken over to the I.A.S. and what number will be left out. After the Special Recruitment Board has taken a final decision in the matter, it will be possible to know the extra cost that would be involved thereby and to what extent such a relief is called for.

(2) In the case of officers of the M.C.S. who, on account of limiting their prospects as a consequence of the integration into the I.A.S., desire to retire on account of change of conditions of service or want of places, the officers may, as a measure of compensation be permitted to retire on a special pension equal to 3/4th of the average emoluments drawn by them during the last completed years of service.

If the suggestion of giving a running grade to these officers is accepted, they may not elect to retire and may prefer to continue in service. This question may not therefore arise.

It, therefore, appears desirable that the results of the Special Recruitment Board may be awaited and the resolutions referred to above may be taken up for consideration thereafter.

~~Resolutions of the M.C.S. Association~~ .

Points raised by certain officers of the M.C.S.

(1) Out of 124 Assistant Commissioners only six are to be selected by the Central Board for the I.A.S.cadre. The promise to add another 24 names is conditional and cannot be relied upon. Even if this were to come true, a vast majority of employees will still be left over. This vast majority of Civil Service Officers will have been victimised for no fault of theirs, without any charge of corruption or other irregularities having been levelled or proved against them.

The number of Junior posts now determined by the Government of India to this State is only 4 and this, with the Training Reserve of two, will come to only six. This is a very small number and the immediate result will be that a large number of young men who have been taken to the M.C.S. over a series of years to man future vacancies, will be left no where. The Govt. of India was, therefore, requested to take by way of initial recruitment, after screening and selection by the Central Recruitment Board, up to 30 men from among (1) the existing Senior Assistant Commissioners (2) the Assistant Commissioners who were taken from time to time as Probationary Asst. Commissioners by a competitive examination or by selection. (3) the Asst. Commissioners who were taken as Revenue Probationers after selection and (4) other young and suitable Asst. Commissioners whose total service is not more than ten years. It was also made clear to Government of India that the persons who are to be recruited to the junior cadre on passing the I.A.S.Examination hereafter should be placed below these junior officers initially recruited from among the officers referred to above.

The Govt. of India have agreed that there is no objection to the total number of selections from the State Officers exceeding, if necessary, the total cadre strength fixed for the State. The excess if any will be adjusted in later years by short recruitment.

In view of this, Govt. of India may once again be urged to take by way of initial recruitment, as many officers as are found fit after screening and selection by the Special Recruitment Board, without fixing any maximum limit in this behalf. This will perhaps meet the apprehension that is now lurking in the mind of these officers.

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(2) The balance of 118 officers left over after selection suddenly find that their promotion as Deputy Commissioners, etc. in the usual course is stopped and that they must give way to the six persons selected by the Central Board. The result will be not merely stoppage of promotions rightfully due to them but also painful humiliation inflicted in the promotion of the select six persons in preference to 118 others.

If the above suggestion is accepted and given effect to, so many officers as apprehended will not be affected thereby. In respect of these that will not be selected, some relief in the shape of a running grade may be granted to them in view of the loss of promotions resulting from the I.A.S.Scheme.

(3) The Non-I.A.S. Senior posts stated to be available to them are all such as will not be really available at all.

27 Senior duty posts have been allotted to the I.A.S. cadre and 10 Senior duty posts for the non-I.A.S. Of the ten, some have already been abolished and most of them are of a temporary nature and likely to be abolished at any time, when their existence is considered not necessary. Of these only four ~~from~~ viz., Private Secretary to His Highness, Huzur Secretary to His Highness Two Deputy Commissioners of Sales-Tax may perhaps be considered as being of a permanent nature. This is too small a number for the large number of officers that may form the Non-I.A.S. cadre and it is quite necessary that some more Senior duty posts should be allotted for these officers.

Out of 35 posts that are existing now, 19 appointments may be earmarked for I.A.S. and 16 for non-I.A.S. The temporary posts cannot be brought into the above cadre and they have therefore to be included in the latter. This will mitigate the hardship caused to a certain extent.

(4) The constitution of a Special Committee to go into the question.

This does not appear to be necessary. The President of the M.C.S.Association and two nominees of the Association may perhaps be invited to attend the Council Meeting when this question is taken up and give their valuable suggestions in the matter.

The Special Recruitment Board has been requested to postpone their visit to Mysore and they have agreed to it. But the Govt. of India wants the views to be communicated so as to reach them by 22-5-1950 at the latest.

About 35 Asst. Commissioners who have been promoted from the subordinate ranks have not been selected for being interviewed by the Special Recruitment Board.

This was done with a view that these officers have not many years of service before them and their future promotions are meagre. From a rough perusal of the rank now occupied by these officers in the cadre of Asst. Commissioner, it may be said that Sri M.Malleshayya and Sri R.Rangaiya have chances of getting promotion as Deputy Commissioners and the

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and the remaining some may retire as Assistant Commissioners and a few as Senior Asst. Commissioners. Only the cases of the two officers referred to above is a hard one.

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It is very desirable to constitute a special Committee consisting of the Chief Secretary (as Chairman) ~~the~~ Education Secretary and the Public Service Commissioner (as members) to consider all these aspects and put up concrete proposals.

Hon. Chief minister

Office of the Chief Minister
No. 1619
Date 18.5.50

18/5/50.

MINISTER FOR REVENUE & PUBLIC WORKS
No. 1275
Dated 18/5/50

This may be discussed in Council on 22nd inst.

RCa.
20/5/50

20/5/50.

Instructions in Council.

A Cabinet ~~Sub~~-Committee consisting of ~~the~~ following may be constituted to examine ~~the~~ all aspects of ~~the~~ question and formulate proposals for consideration.

1) Minister for Finance & Industries
2) Minister for Law & Labour
3) Minister for Education
4) " for Revenue

RCa. 20/5/50